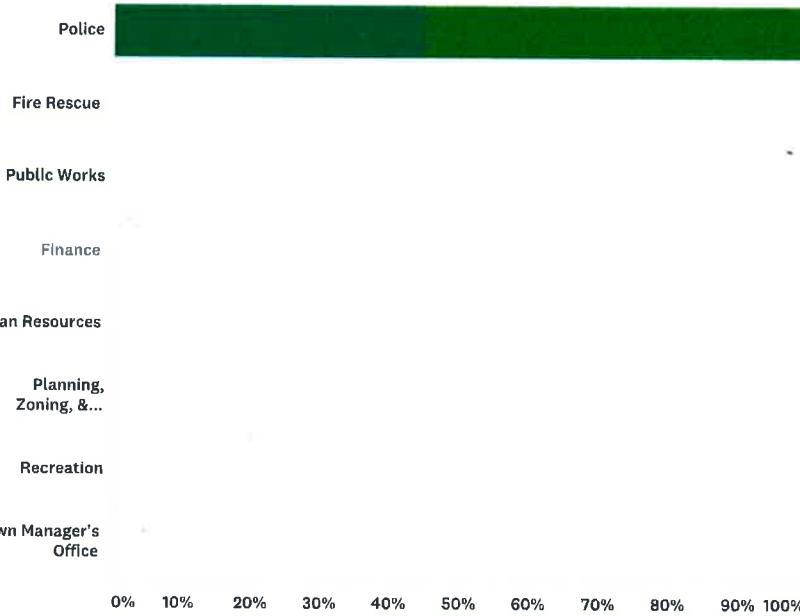


## Q1 What department did you work in?

Answered: 9 Skipped: 0



### ANSWER CHOICES

Police  
Fire Rescue  
Public Works  
Finance  
Human Resources  
Planning, Zoning, & Building  
Recreation  
Town Manager's Office  
TOTAL

### RESPONSES

Police	100.00%	9
Fire Rescue	0.00%	0
Public Works	0.00%	0
Finance	0.00%	0
Human Resources	0.00%	0
Planning, Zoning, & Building	0.00%	0
Recreation	0.00%	0
Town Manager's Office	0.00%	0
<b>TOTAL</b>		<b>9</b>

**Q2 What retirement group were you a member of during employment?**

Answered: 0    Skipped: 9

 No matching responses.

ANSWER CHOICES	RESPONSES	
Police Officer (all ranks)	0.00%	0
Firefighter (all ranks)	0.00%	0
General Employee or Lifeguard	0.00%	0
Non-Retirement Group (part-time employment without retirement benefits)	0.00%	0
<b>TOTAL</b>		<b>0</b>

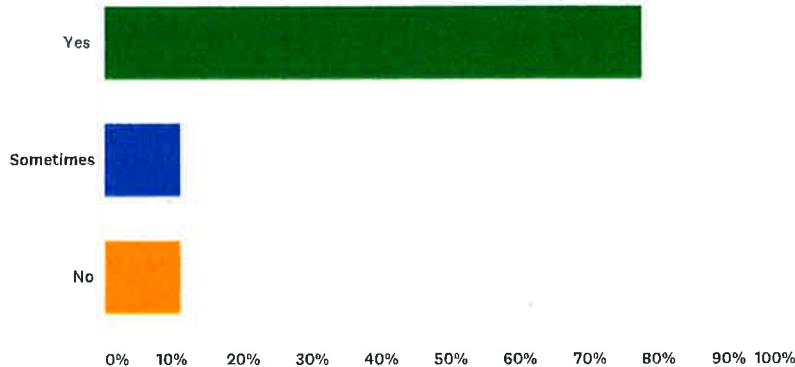
**Q3 What was your job title? (this question may be left blank, and we recommend doing so if your job title was unique within the Town, to ensure your anonymity)**

Answered: 9    Skipped: 0

#	RESPONSES	DATE
1	Police Officer	3/2/2016 10:35 PM
2	police officer	1/12/2016 8:01 PM
3	Police Officer	11/9/2015 4:01 PM
4	Captain	10/28/2015 5:52 PM
5	Parking Enforcement Officer	10/23/2015 5:16 PM
6	Telecommunicator	10/21/2015 9:37 AM
7	Communications Training Officer	10/20/2015 1:20 PM
8	Manager	10/20/2015 9:02 AM
9	Business & Community Relations Manager	10/20/2015 8:21 AM

## Q4 Did you enjoy working at the Town of Palm Beach?

Answered: 9    Skipped: 0


**ANSWER CHOICES**

Yes

**RESPONSES**

77.78%

7

Sometimes

11.11%

1

No

11.11%

1

**TOTAL**

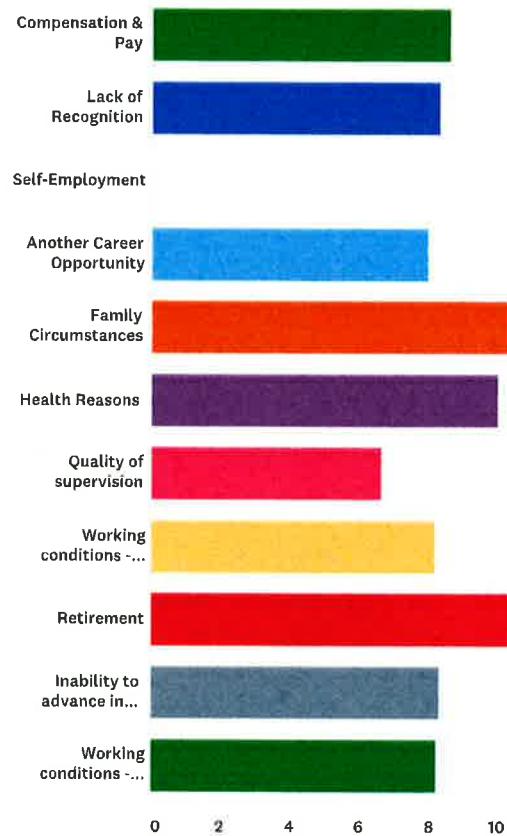
9

**#      PLEASE EXPLAIN YOUR RESPONSE BELOW**

- | # | PLEASE EXPLAIN YOUR RESPONSE BELOW   | DATE               |
|---|--|--------------------|
| 1 | I truly enjoyed my time/employment with the Town. As I reflect back to the good times I shared with the then residents and business owners of the past I have fond memories. The Town has provided me with a retirement that I truly appreciate, and a good-standing relationship, that I will always cherish. God is Good. Hello Danielle Olson and Director Blouin | 3/2/2016 10:35 PM  |
| 2 | I enjoyed working as a police officer as it was a personal goal and ambition of mine.  | 1/12/2016 8:01 PM  |
| 3 | Everyone treated me so well, always felt like my efforts were appreciated.   | 11/9/2015 4:01 PM  |
| 4 | Christine Cunningham made it a hostile work environment for all of us veteran employees.   | 10/21/2015 9:37 AM |
| 5 | I spent 10 years working in communications for the Town. It wasn't always perfect but few jobs ever are.   | 10/20/2015 1:20 PM |
| 6 | There are positives and negatives about every job.   | 10/20/2015 9:02 AM |
| 7 | I thoroughly enjoyed my entire 17 year run with the Town.  | 10/20/2015 8:21 AM |

## Q5 Identify in order of importance, your primary reason(s) for separation of employment?

Answered: 9    Skipped: 0



	1	2	3	4	5	6	7	8	9	10	11	N/A	TOTAL
Compensation & Pay	11.11%	11.11%	0.00%	11.11%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	44.44%	4
Lack of Recognition	0.00%	11.11%	0.00%	11.11%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	66.67%	6
Self-Employment	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	9
Another Career Opportunity	0.00%	0.00%	0.00%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	77.78%	7
Family Circumstances	11.11%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	77.78%	7
Health Reasons	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	88.89%	8
Quality of supervision	0.00%	0.00%	0.00%	11.11%	0.00%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	66.67%	6
Working conditions - non benefit related	22.22%	11.11%	0.00%	0.00%	0.00%	0.00%	11.11%	11.11%	0.00%	0.00%	0.00%	44.44%	4
Retirement	55.56%	11.11%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	22.22%	2

## Town of Palm Beach Separation of Employment Survey

SurveyMonkey

Inability to advance in career	0.00%	0	0.00%	0	22.22%	2	0.00%	0	11.11%	1	0.00%	0	0.00%	0	0.00%	0	0.00%	0	66.67%	6	£		
Working conditions - benefit related	0.00%	0	11.11%	1	22.22%	2	0.00%	0	0.00%	0	0.00%	0	11.11%	1	0.00%	0	0.00%	0	0.00%	0	55.56%	5	£

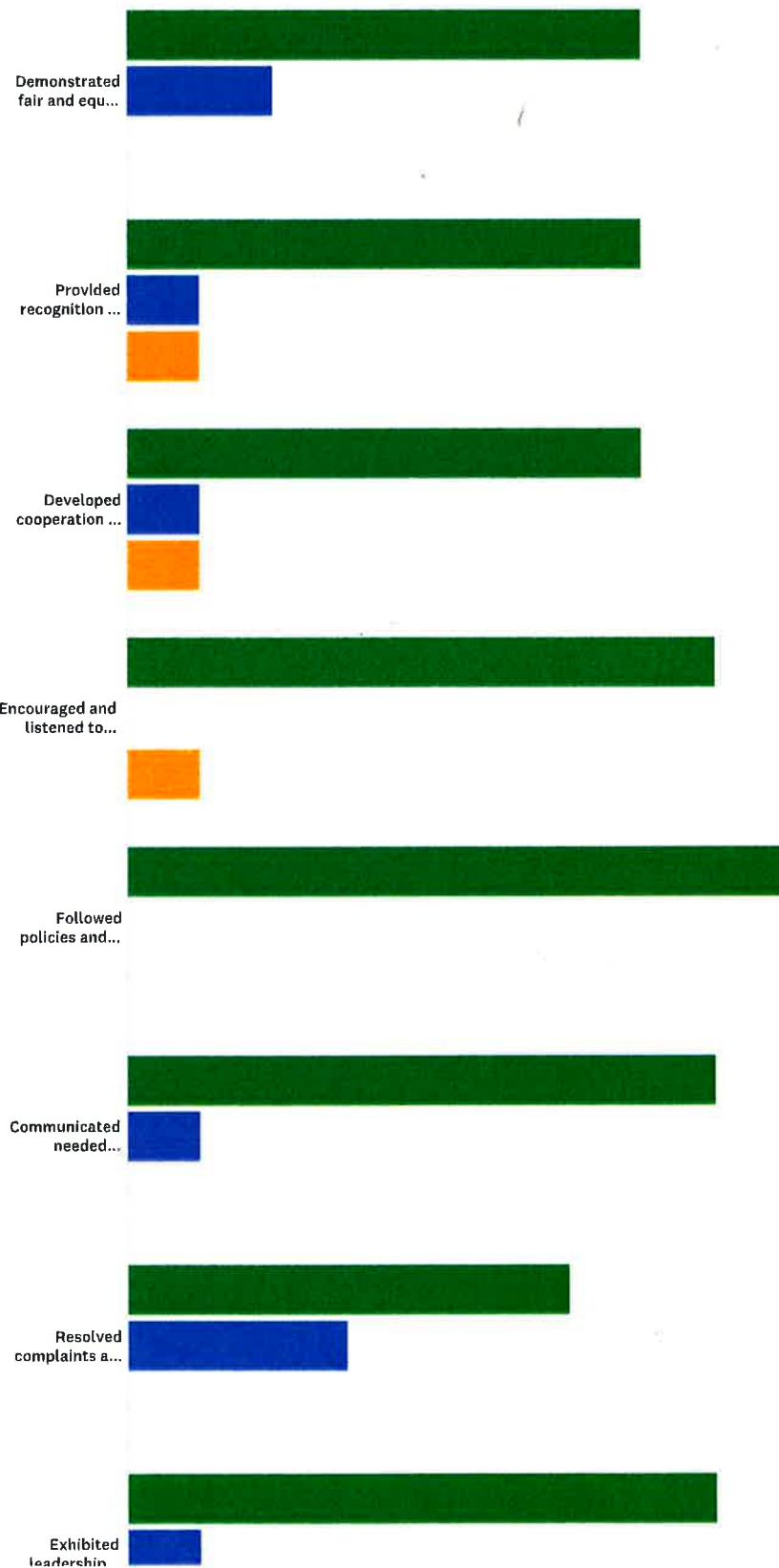
**Q6 Please provide comments regarding your reasons for separation of employment.**

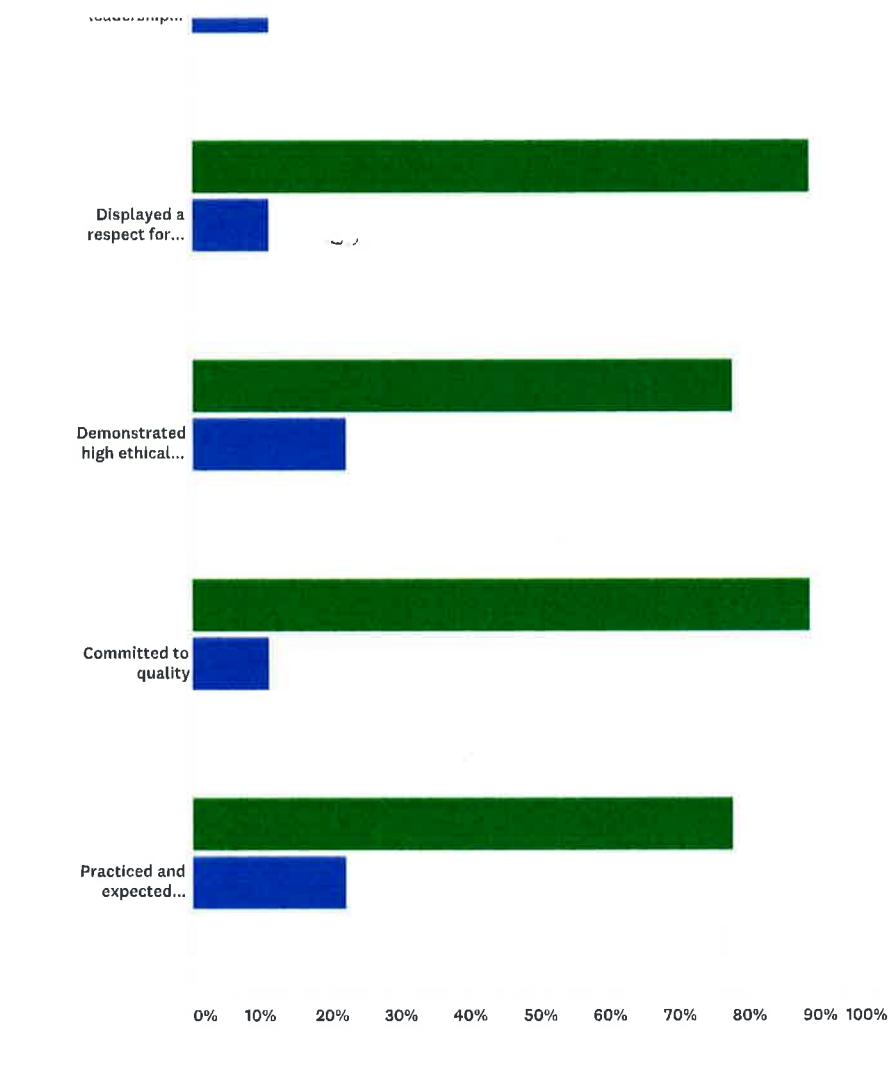
Answered: 9 Skipped: 0

#	RESPONSES	DATE
1	It was time. I started my law enforcement career way back in 1987.	3/2/2016 10:55 PM
2	Though the starting salary was competitive, the long term benefits did not meet the needs for me and my family after careful consideration. I sometimes felt others were recognized for performance that did not supersede the performance or abilities of others. While working on a tropical island was beautiful, I often felt the equipment needed more attention. On many occasions I had problems with the vehicles, computers, or other equipment, and the delay in resolving the issues needed improvement.	1/12/2016 8:11 PM
3	Would have continued my employment if it had not been for health issues.	11/9/2015 4:03 PM
4	Drop was concluded.	10/28/2015 5:54 PM
5	More money, better benefits, better retirement elsewhere.	10/23/2015 5:17 PM
6	I decided to retire sooner than I would have liked because of the awful working conditions. Instead of being appreciated for my experience and work ethic, I was treated very poorly.	10/21/2015 9:45 AM
7	I primarily left because my father was terminally ill and I needed to relocate to NC to spend his last year with him.	10/20/2015 1:22 PM
8	I became dissatisfied with the direction administration was taking with my unit and division. There was no continuity of supervision and an excellent supervisor was replaced without regard to the impact on employees.	10/20/2015 9:10 AM
9	I was 67 years old; time to retire.	10/20/2015 8:23 AM

## Q7 What did you think of your direct supervisor in regard to the following?

Answered: 9 Skipped: 0





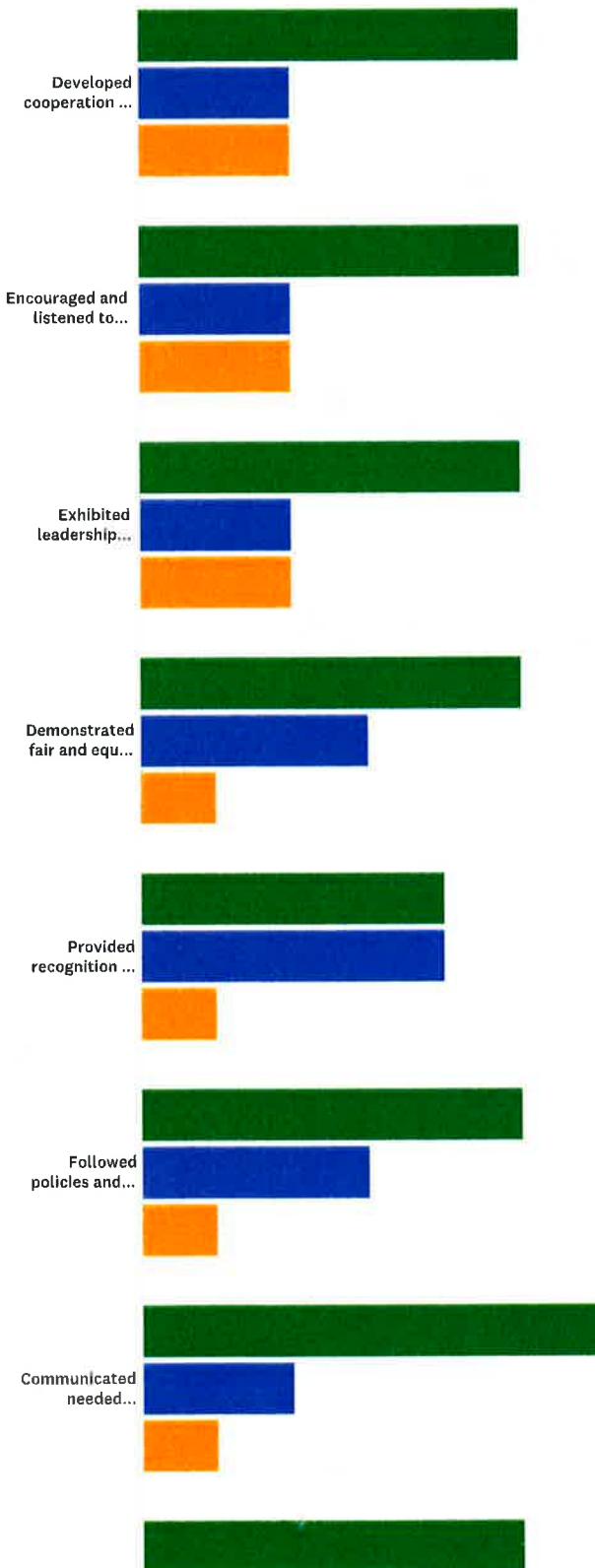
	ALMOST ALWAYS	SOMETIMES	NEVER	TOTAL
Demonstrated fair and equal treatment	77.78% 7	22.22% 2	0.00% 0	9
Provided recognition on the job	77.78% 7	11.11% 1	11.11% 1	9
Developed cooperation and teamwork	77.78% 7	11.11% 1	11.11% 1	9
Encouraged and listened to suggestions	88.89% 8	0.00% 0	11.11% 1	9
Followed policies and procedures	100.00% 9	0.00% 0	0.00% 0	9
Communicated needed information in a timely manner	88.89% 8	11.11% 1	0.00% 0	9
Resolved complaints and problems	66.67% 6	33.33% 3	0.00% 0	9
Exhibited leadership qualities	88.89% 8	11.11% 1	0.00% 0	9
Displayed a respect for everyone	88.89% 8	11.11% 1	0.00% 0	9
Demonstrated high ethical standards	77.78% 7	22.22% 2	0.00% 0	9

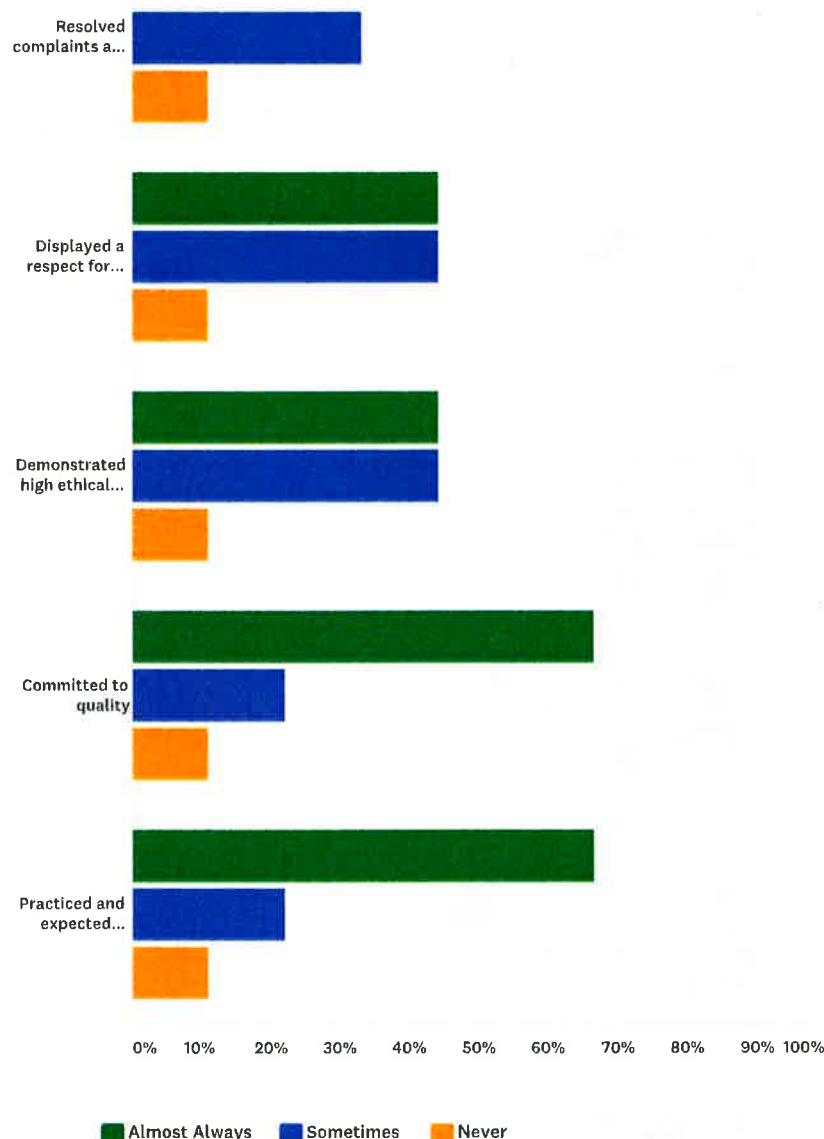
Committed to quality	88.89% 8	11.11% 1	0.00% 0	9
Practiced and expected personal responsibility and accountability	77.78% 7	22.22% 2	0.00% 0	9

#	PLEASE PROVIDE COMMENTS, ESPECIALLY FOR ANY OF THE ABOVE MARKED EITHER SOMETIMES OR NEVER.	DATE
1	For the majority of my career I often felt isolated and ignored. However their were moments of good interactions with selected individuals.	3/2/2016 11:05 PM
2	On some occasions, I felt that issues that were brought up regarding equipment or personnel complaints were unaddressed or handled in an untimely manner.	1/12/2016 8:13 PM
3	The Town of Palm Beach Police Department is the best, so sorry I had to leave!	11/9/2015 4:05 PM
4	I would still work for the town if my transfer to code enforcement was approved.	10/23/2015 5:18 PM
5	My direct supervisor was excellent but her superior, Christine Cunningham, did everything she could to make our lives miserable in communications. She promoted her friend to supervisor . He is incompetent but nothing is ever done about it. But she doesn't hesitate to write any of us up for the smallest of mistakes. She tried to get my supervisor fired because she feels threatened by how knowledgeable and competent my supervisor is - this speaks to her own insecurity and lack of confidence. Imagine working in a place where the boss is always trying to get you on something you did. She continually targets senior employees and nothing will change in that dept until they get her out of there.	10/21/2015 9:56 AM
6	I worked under multiple supervisors throughout my time with the time. When Bonnie Maney was in charge of the communications unit, she allowed Mary Jensen- a shift supervisor- to create a hostile work environment and bully those she supervised at random. Manager Maney claimed to have an open door policy and I utilized that to voice my concerns which were never addressed. When I finally put them in writing, she told me she would grant a shift change if I retracted the statement. Further, when my yearly evaluation came due, she rejected the score given to me by my shift supervisor Christine Cunningham, siling the issues I had with Supervisor Jensen. The communications unit each met with Elmer Gudger as part of a review of the unit and he, too, dismissed the treatment as a personality difference and refused to look into it. I do feel that when Christine Cunningham replaced Manager Maney, a vast improvement in morale came with her.	10/20/2015 1:29 PM
7	The last supervisor I worked for was the only reason I stayed with the police department and the Town for as long as I did. She was the embodiment of all of the qualities listed above and I chose to end my career with the Town on that high note as I did not believe that would be the case in the future.	10/20/2015 9:13 AM

**Q8 What did you think of senior management (eg. your supervisors' boss)  
in regard to the following?**

Answered: 9 Skipped: 0





■ Almost Always ■ Sometimes ■ Never

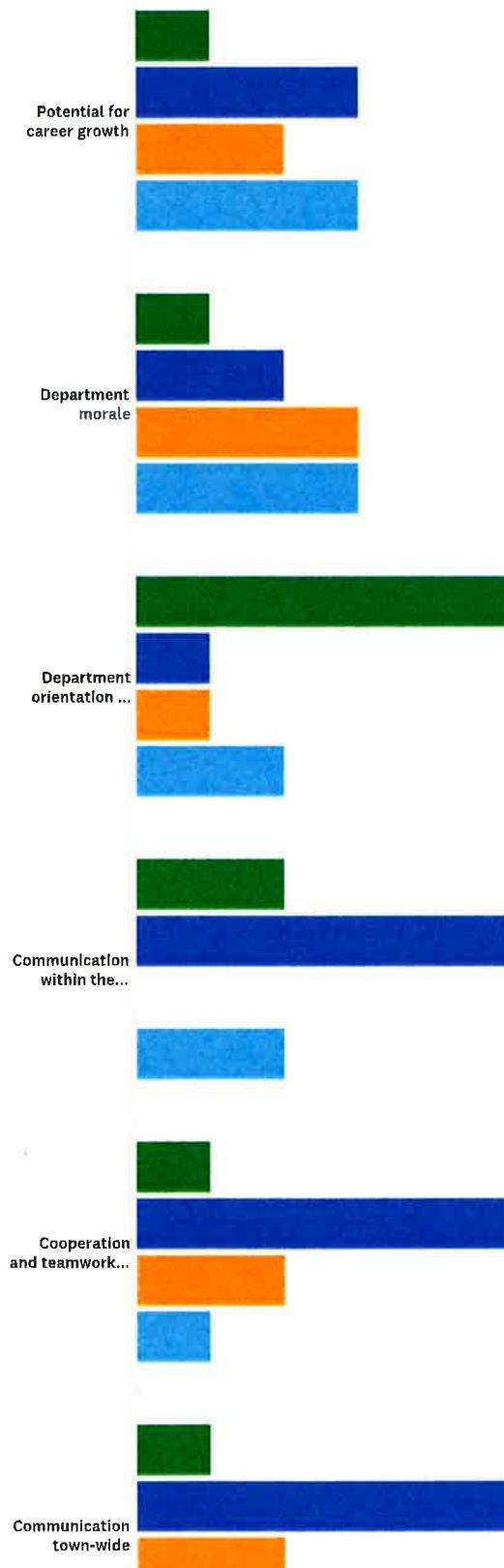
	ALMOST ALWAYS	SOMETIMES	NEVER	TOTAL
Developed cooperation and teamwork	55.56% 5	22.22% 2	22.22% 2	9
Encouraged and listened to suggestions	55.56% 5	22.22% 2	22.22% 2	9
Exhibited leadership qualities	55.56% 5	22.22% 2	22.22% 2	9
Demonstrated fair and equal treatment	55.56% 5	33.33% 3	11.11% 1	9
Provided recognition on the job	44.44% 4	44.44% 4	11.11% 1	9
Followed policies and procedures	55.56% 5	33.33% 3	11.11% 1	9
Communicated needed information in a timely manner	66.67% 6	22.22% 2	11.11% 1	9
Resolved complaints and problems	55.56% 5	33.33% 3	11.11% 1	9
Displayed a respect for everyone	44.44% 4	44.44% 4	11.11% 1	9
Demonstrated high ethical standards	44.44% 4	44.44% 4	11.11% 1	9

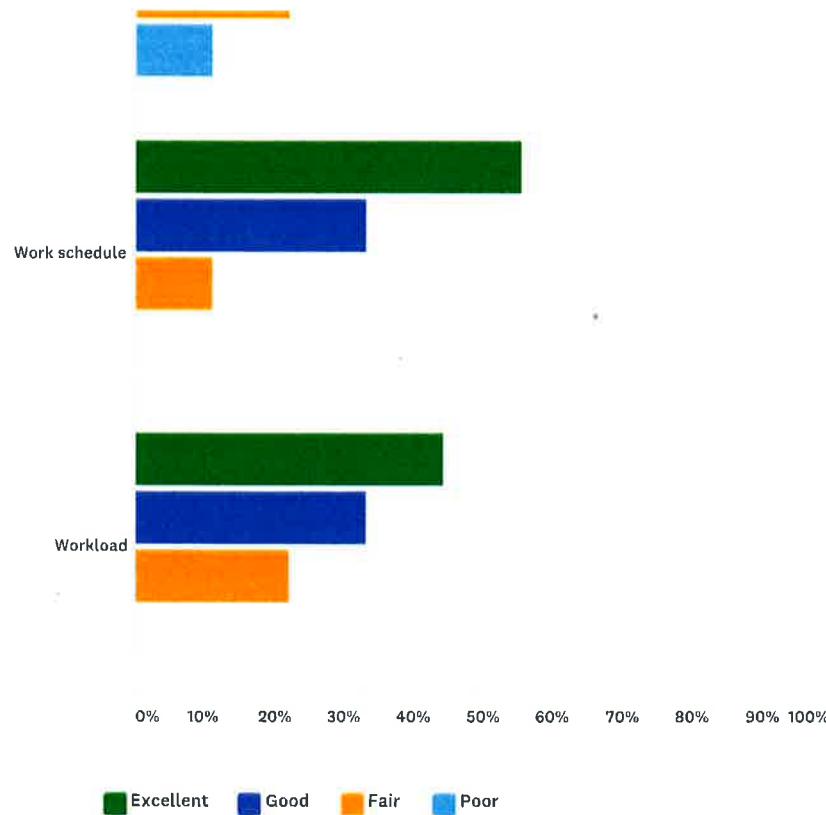
Committed to quality	66.67%	22.22%	11.11%	
	6	2	1	9
Practiced and expected personal responsibility and accountability	66.67%	22.22%	11.11%	
	6	2	1	9

#	PLEASE PROVIDE COMMENTS, ESPECIALLY FOR ANY OF THE ABOVE MARKED EITHER SOMETIMES OR NEVER.	DATE
1	Director Blouin Has Value.	3/2/2016 11:12 PM
2	If not for this great Command Staff, this Department would be in serious trouble considering the retirement program currently in place.	11/9/2015 4:08 PM
3	Christine Cunningham is a divisive leader who instead of building teamwork, encouraged people to rat each other out. She feels threatened by people who are knowledgeable and competent and does everything she can to undermine them and if she can, to write them up and get them in trouble. I've never worked in a place where the dept boss was so intent on getting their own people in trouble. Most bosses try to defend their employees and want their dept to work together and get along. Chris thrives on stirring up trouble and pitting people against each other. She tried to get my supervisor fired by providing misinformation to the chief and was only thwarted when my coworkers and I met with the chief to tell him the truth. She is a poison to the dept and the sooner that the chief realizes it and gets her out of their, the better.	10/21/2015 10:03 AM
4	Please see previous notes.	10/20/2015 1:32 PM
5	As is almost always the case in governmental entities, the politics an outweigh the ethics. There is also a tendency not to seek the input or suggestions of subordinates because these administrators believe their ideas and policies are the best.	10/20/2015 9:22 AM

**Q9 What do you think about the following in relation to your job?**

Answered: 9 Skipped: 0





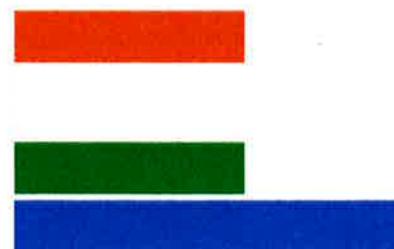
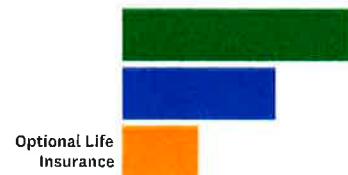
	EXCELLENT	GOOD	FAIR	POOR	TOTAL
Potential for career growth	11.11% 1	33.33% 3	22.22% 2	33.33% 3	9
Department morale	11.11% 1	22.22% 2	33.33% 3	33.33% 3	9
Department orientation and on-the-job training	55.56% 5	11.11% 1	11.11% 1	22.22% 2	9
Communication within the department	22.22% 2	55.56% 5	0.00% 0	22.22% 2	9
Cooperation and teamwork in your department	11.11% 1	55.56% 5	22.22% 2	11.11% 1	9
Communication town-wide	11.11% 1	55.56% 5	22.22% 2	11.11% 1	9
Work schedule	55.56% 5	33.33% 3	11.11% 1	0.00% 0	9
Workload	44.44% 4	33.33% 3	22.22% 2	0.00% 0	9

#	PLEASE PROVIDE COMMENTS, ESPECIALLY FOR ANY OF THE ABOVE MARKED EITHER FAIR OR GOOD.	DATE
1	Fundamental of communication; as within most departments can cause conflicts and misunderstandings. Not being able to bridge the differences involving realistic or foreseeable ideological issues creates an atmosphere of mistrust and division. A situation that can only be dealt with through continuous diversity training and implementation of policies and procedures that hold individuals accountable with no exceptions. This is not meant to be negative. Believe me the Town of Palm Beach is a great place to be employed, I just saying there is room for improvement.	3/2/2016 11:44 PM

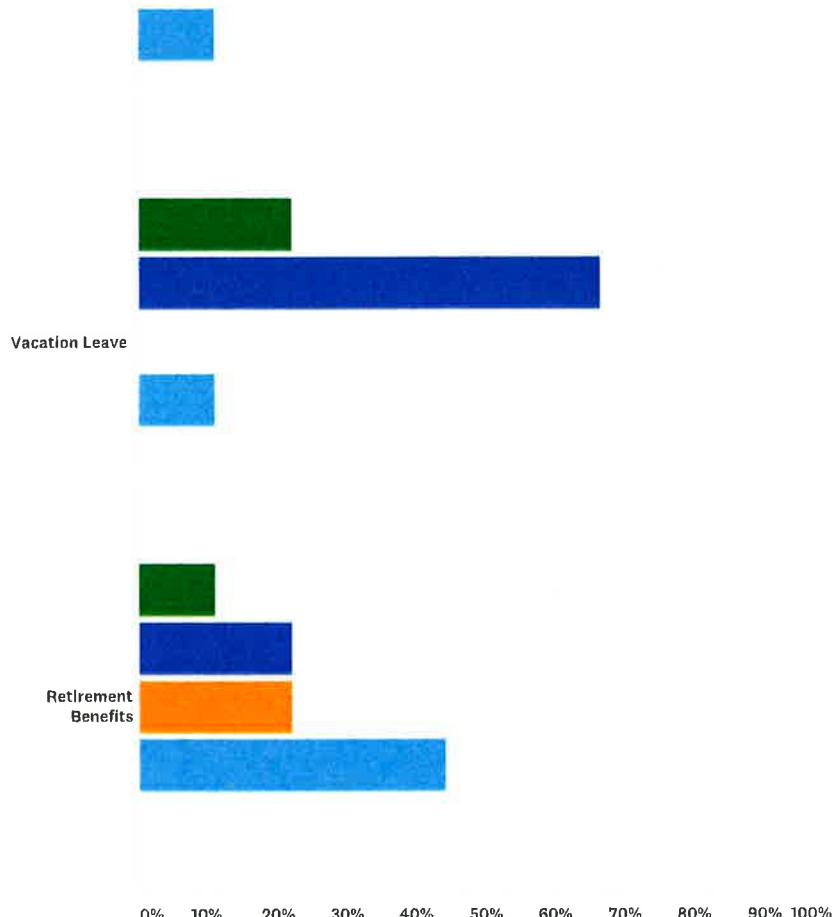
- |   |   |                    |
|---|---|--------------------|
| 2 | I've addressed several of the above in other comment fields. As far as training and morale: training, I believe needed improvement. I felt that many new employees struggling with certain areas could improve their skill set with more training or practice. I also felt that due to the nature of the job, more training should have occurred. There are instances that I missed out on training due to faulty equipment, or that our shift just did not get to partake in for unknown reasons. Morale: due to the low multiplier, lack of overtime pay (7 hours over to gain time and a half), negative returns on 401k and 457 accounts, faulty equipment... Creates an inevitable low morale amongst personnel, especially when other departments have not experienced the same magnitude of benefit changes.   | 1/12/2016 8:27 PM  |
| 3 | Many employees are upset and affected by the benefit/pension changes and can not get past it. It is extremely hard to accept especially for those working for so many years, planning on a future with a certain level of benefits, only to have it all change. The manner and extent of the changes was criminal. Nothing more needs to be highlighted.  | 10/28/2015 6:02 PM |
| 4 | Communication centers are difficult places to work no matter what agency you work for. You are confined to small spaces with long, stressful work shifts. There is a general attitude of "cover your ass at the expense of anyone else" which leads to cliques and shift alliances that make it rough on those working overtime that overlaps into another group to which they don't "belong". This is NOT unique to the town. Morale dropped remarkably when we, as employees, saw how the Town Council regarded us as expendable. We were hired on with a certain set of benefits and promises (non-binding, but trust based) Suddenly, we no longer were seen to be deserving of such. Everything was slashed. Promises made to officers if they agreed to drop the push to go union were not kept and those involved in union organization appeared to be penalized by reassignment... these things didn't really impact us in communications as much as they did those on patrol, but it did make you feel that the town council wasn't half as invested in us as we were to the department. | 10/20/2015 1:49 PM |

**Q10 How did you feel about the salary and benefits provided?**

Answered: 9    Skipped: 0



Sick Leave



	EXCELLENT	GOOD	FAIR	POOR	DOES NOT APPLY	TOTAL
Base salary	55.56% 5	33.33% 3	11.11% 1	0.00% 0	0.00% 0	9
Medical Insurance	33.33% 3	33.33% 3	33.33% 3	0.00% 0	0.00% 0	9
Dental Insurance	33.33% 3	33.33% 3	33.33% 3	0.00% 0	0.00% 0	9
Optional Life Insurance	33.33% 3	22.22% 2	11.11% 1	0.00% 0	33.33% 3	9
Sick Leave	33.33% 3	55.56% 5	0.00% 0	11.11% 1	0.00% 0	9
Vacation Leave	22.22% 2	66.67% 6	0.00% 0	11.11% 1	0.00% 0	9
Retirement Benefits	11.11% 1	22.22% 2	22.22% 2	44.44% 4	0.00% 0	9

#	PLEASE PROVIDE COMMENTS, ESPECIALLY FOR ANY OF THE ABOVE MARKED EITHER FAIR OR POOR.	DATE
1	I love the Town	3/2/2016 11:45 PM
2	Retirement Benefits for Police and Fire are the worst in the State and the Department is only staying together due to the Command Staff. When the Command Staff retires, this agency will suffer from the quality of Officer's it can recruit and the crime rate on the Island will continue to increase until no one feels safe.	11/9/2015 4:14 PM
3	Retirement benefits for me are excellent, but extremely poor for anyone having to retire with bucket B and at age 65.	10/28/2015 6:05 PM

- |   |  |                    |
|---|--|--------------------|
| 4 | Every job I had no matter the reason of ending employment I was always given unused sick time and vacation time. You people kept my money. Retirement benefits are better elsewhere. | 10/23/2015 5:21 PM |
| 5 | Great when we started, but then they, too, changed and required us to pay for them.  | 10/20/2015 1:50 PM |

**Q11 What was the greatest challenge you faced in your position?**

Answered: 9 Skipped: 0

#	RESPONSES	DATE
1	Being intentionally misunderstood and ignored.	3/3/2016 12:04 AM
2	I think that being a police officer is a great challenge everyday, which is why I love the job.	1/12/2016 8:36 PM
3	Providing the level of service the town residents expect.	11/9/2015 4:16 PM
4	maintaining morale of subordinates affected by pension devastation.	10/28/2015 6:11 PM
5	career advancement	10/23/2015 5:22 PM
6	Maintaining a professional demeanor daily while observing so much unfairness and favoritism	10/21/2015 10:29 AM
7	Monday Morning Quarterbacking. The re-evaluation of calls or situations after the fact, often with a political aspect based upon who the resident involved was.	10/20/2015 1:55 PM
8	The ongoing and daily contact with the public which was primarily complaint related.	10/20/2015 9:25 AM
9	Completing all aspects and demands of the job to a high standard.	10/20/2015 8:28 AM

**Q12 Where did you secure employment after working at the Town of  
Palm Beach?**

Answered: 0    Skipped: 9

#	RESPONSES	DATE
	There are no responses.	

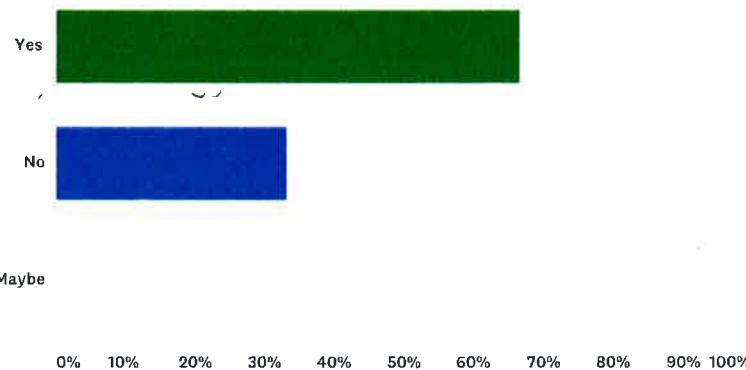
**Q13 What does your new job offer that your job at the Town did not?**

Answered: 9    Skipped: 0

#	RESPONSES	DATE
1	N/A	3/3/2016 12:04 AM
2	Increased benefits, including a higher multiplier, step raises, take home vehicle, free on site medical clinic, and new equipment.	1/12/2016 8:36 PM
3	N/A	11/9/2015 4:16 PM
4	N/A	10/28/2015 6:11 PM
5	more money, better benefits, better retirement	10/23/2015 5:22 PM
6	not applicable	10/21/2015 10:29 AM
7	Unbelievable benefits package. I work at the Henderson County Sheriff's Office in Hendersonville, NC now.	10/20/2015 1:55 PM
8	N/A	10/20/2015 9:25 AM
9	N/A	10/20/2015 8:28 AM

## Q14 Would you reconsider employment with the Town at a future date?

Answered: 9 Skipped: 0

**ANSWER CHOICES**

Yes

**RESPONSES**

66.67%

6

No

33.33%

3

Maybe

0.00%

0

**TOTAL**

9

**# WHY OR WHY NOT?**

#	WHY OR WHY NOT?	DATE
1	Yes, however it would not be possible an agreement I was required to sign upon separation.	3/3/2016 12:04 AM
2	I loved working for the town and gained many valuable skills. I think the town is going through a rough time regarding the benefits and will eventually become more competitive with surrounding agencies.	1/12/2016 8:36 PM
3	Wonderful people to work with	11/9/2015 4:16 PM
4	Despite the pension issues, it is a wonderful place with great co-workers.	10/28/2015 6:11 PM
5	I would never want to work again in a place that allows so much mistreatment of good employees and favoritism.	10/21/2015 10:29 AM
6	I loved working for the Town the vast majority of the time. I developed a family there, and even though I see that most of those I worked with have now retired or resigned, there are core people remaining who are quality, upstanding people I miss working with.	10/20/2015 1:55 PM
7	Moved to Pennsylvania.	10/20/2015 8:28 AM

**Q15 Please use the following section to share any other comments with the Town regarding your employment?**

Answered: 6 Skipped: 3

#	RESPONSES	DATE
1	My law enforcement career is something I am very proud to say has been a blessing. I was blessed to started a career and see it through to the end. I have had encounters with individuals that have Enriched and added Value to my life. From every situation a lesson is learned, whether good or bad, you take from the experience, and it adds to your character and creates in you the individual God intended for you to become. Remember life is a journey that never ends.	3/3/2016 12:04 AM
2	I am very grateful for everything the town has done for me, I hope that this survey does not convey that I was completely displeased with this agency. I made honest comments as directed in the hope that well deserved changes will be made to improve all aspects of the department. My decision to depart from the town was not an easy decision, but one made for the best interest of my future.	1/12/2016 8:36 PM
3	Thank you for a great six years, nothing but fond memories!	11/9/2015 4:16 PM
4	I am happy to have been able to work nearly 30 years for the Town. I have met and worked with some amazing people in all areas of the Town. It has been a pleasure and an honor.	10/28/2015 6:11 PM
5	This was a great place to work when I first started with the Town. People were recognized and appreciated for their efforts and dedication. Experienced people were valued. The best qualified people for a position were promoted and employees were dealt with fairly. That is not the case now. People who are not the best qualified and in some cases, not qualified at all for a position but who are viewed as "loyal" are promoted. If you dare to question anything, you are viewed as being negative. Management is so unsure of themselves that they can't handle anyone questioning anything that they do. This is one of the reasons they are trying to get the veteran employees out because they are the ones that question things.	10/21/2015 10:29 AM
6	I left employment with the town just over 2 years ago so it seemed a little odd that I just received this. If you have any further questions, I would be happy to discuss. My email is MollyGrabil@yahoo.com	10/20/2015 1:55 PM